

# STAFF NURSES' INTENTION TO LEAVE NURSING PROFESSION AND THEIR ORGANIZATIONAL COMMITMENT

## Abstract

Nurses' intention to leave their profession has been found to forecast their actual decision to leave. Therefore, it is alarming that many nurses have an intention to quit their profession and might be indicative that nurses are not committed to their profession. **Aim:** The current study aimed at exploring intention to leave nursing profession and organizational commitment among staff nurses in a selected hospital at Beni-Sueif city. **Subjects and Methods:** an exploratory descriptive design was used for conducting this study. The sample of the study consisted of 180 staff nurses who had at least five years of experience in the study setting and agree to participate in the study. Data were collected using two adopted questionnaires; staff nurses' organizational commitment questionnaire and staff nurses' intention to leave the nursing profession questionnaire. **Results:** this study revealed that staff nurses had a higher intention to leave their hospital and the profession and had a moderate level of total organizational commitment. There was statistically significant negative correlation between organizational commitment and intention to leave the nursing profession. **Conclusion:** this study concluded that majority of staff nurses at Beni-Sueif general hospital were female, married, had nursing diploma, had ten years of experience and more within the hospital. They had a higher intention to leave the hospital and the profession and moderate level of organizational commitment. **Recommendation:** the study recommended hospital manager to develop retention strategies for staff nurses and recommended decision maker to develop policies to prevent this problem and recommended future researches for investigating the contributory factors of this problem.

**Keywords:** intention to leave nursing profession, nursing organizational commitment.